

CHAPTER 7

WORKFORCE MOBILITY

A. GENERAL POLICIES

1. Each civilian employee is subject to reassignment within the commuting area of the employee's assigned duty station (functional mobility) at any time in accordance with 5 U.S.C. (reference (h)) and the implementing OPM Regulations; no conditions or agreements shall limit the authority of DoD Components to direct such reassignments. Except as provided for in section B., below, -reassignment of an employee outside the normal commuting area of the employee's assigned duty station, geographic mobility, is voluntary.

2. Both functional and geographic mobility are conditions of membership in the Acquisition Corps, in accordance with DoD Instruction 5000.58 (reference (e)). Acceptance of membership means that the Acquisition Corps member is encouraged to voluntarily seek opportunities for reassignment or promotion both in and outside the commuting area of the employee's assigned duty station through participation in the Central Referral System (CRS) established by Chapter 8, below. Since geographic mobility, as a condition of Acquisition Corps membership, is voluntary, mobility agreements (statements) are not required to attain membership in the Acquisition Corps. All prospective members of the Acquisition Corps shall be informed of this condition of membership and provided an opportunity to decline membership, if desired. Declination shall have no effect whatsoever on the authority of DoD Components to functionally reassign the employee within the employee's commuting area.

3. An employee's expressed *or* implied willingness to seek voluntary reassignment or promotion outside the "commuting area as a condition of Acquisition Corps membership shall have no effect on the employee's eligibility for discontinued Service retirement or severance pay under 5 U.S.C. (reference (h)) in the case of reduction-in-force, transfer of function, workload and resource transfer, or similar management-directed reorganizations.

B. DOD COMPONENT MOBILITY PROGRAM POLICIES

1. Each DoD Component shall determine whether to rely on the policies provided by this Regulation or to determine DoD Component-specific policies regarding the functional and geographic mobility of its civilian members of the Acquisition Corps.

2. In reliance on the policies provided by this Regulation,

the DoD Components shall adhere to the following requirements:

a. The CRS established by Chapter 8, below, is the primary means through which the geographic mobility of members of the Acquisition Corps within the acquisition workforce of the DoD Components shall be-promoted and effected.

b. In accordance with DoD Instruction 5000.58 (reference (e)), decisions to functionally reassign incumbents of critical acquisition positions who are members of the Acquisition Corps shall normally be made in conjunction with the annual rotation review of persons who have been assigned to such positions for 5 years or more.

3. DoD Component-specific programs that establish geographic mobility as a mandatory condition of employment for members of the Acquisition Corps shall conform to the requirements of DoD Directive 1400.24 (reference (i)), including the require-ment to obtain mobility agreements (statements) from members of the Acquisition Corps covered by the programs.